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The Latest on Pay Hike

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came up for final passage in the House.

Now, however, Chairman Olin Johnston (D., S. C.) and his Senate Civil Service Committee are all set to tie corrective language onto a House-approved bill extending Government-sponsored group health and life insurance to D. C. temporary teachers with at least two years of service.

APPROVAL

The House bill already has Senate sub-committee approval. The full committee is expected to add retroactivity for the non-Classified workers. And getting final approval in both the House and Senate presumably will be only a formality.

Among employees who will be denied retroactivity should the new legislation by any chance fail are those of National Security Agency, the Space Agency, Atomic Energy Commission, Central Intelligence Agency, Government Printing Office, Selective Service, TVA, local employees of Army's National Guard, and a group of several thousand top engineers and scientists who are paid at agency-set rates.

Now here's more detail on raises for shortage-category employees:

Civil Service Commission has authority to grant premium pay to these workers in order to keep their rates competitive with those in private enterprise. It bases the premium pay on periodic studies of private rates.

BULLETIN

In a bulletin to all agencies yesterday, CSC said, in effect,

that it plans to give the full benefit of the raise to virtually all of the shortage-category people—end even more than the full benefit to one group.

Its bulletin indicated that only a very small handful will wind up with no increase. A few hundred may get slightly less than the full benefit.

In setting new rates for the premium-paid people, CSC will have the choice of two methods:

- A so-called automatic methods, written into the pay bill, in effect guarantees that no premium-paid employee will take a pay cut as a result of the bill. In practice, however, it would produce at least some increase for almost all.

- A second method open to the Commission is to base the new rates on its most recent study of private enterprise salaries.

The CSC bulletin said it will use this second formula for all jobs except grade GS-8 geologists and GS-14 pharmacologists on the nation-wide shortage-category list, and a few additional jobs which are in the shortage groups for particular localities only.

EXAMPLE

An example will illustrate how the second formula will benefit employees:

Were the Commission to use the automatic formula the new starting rate for GS-5 engineers and scientists would be \$5660 (equivalent to the 5th regular step of GS-5). Under the second formula, however, the actual starting rate will be \$5990 (equivalent to the 7th regular step).

Similarly, the new starting rate for GS-7 will be \$7050

(equivalent to the 6th regular step) instead of \$6850 (5th regular step) under the automatic formula.

In practice, the second formula leaves most shortage-category people in the same steps they now hold in their special pay rates, but with the ranges themselves adjusted upward.

GS-9 engineers and scientists, however, will fare even better. Starting pay here will be advanced from the 2d to the 3d step of the regular GS-9 range, with corresponding bump-ups for employees already on the rolls.

The extra raise there amounts to \$245.



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Pay Hike Bill Nearing LBJ's Signature

By JOHN CRAMER

The word is that President Johnson "probably" will sign the Federal employee pay raise bill today—but the word could change and the signing could be later.

Meantime, here are two other important pay developments:

✓ Civil Service Commission has confirmed this column's report of several weeks ago that the vast majority of Government premium-paid shortage-category employees, including the important engineer-scientist group, will get the full benefit of the raise. (The bill gives CSC authority to decide how much, if any, increase will go to the shortage-category people.)

✓ Plans are well advanced in the Senate to correct an oversight in the original bill, and make the raises retroactive to the first pay period after July 1 for upwards of 125,000 non-Classified white collar employees whose rates are set by their agency heads under special laws.

MODELLED

In writing retroactivity into the bill, sponsors modelled the language on that used in a 1955 pay measure. They forgot, however, that the Comptroller General had ruled that the 1955

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language was not broad enough to extend retroactivity to non-Classified white collar people.

House-Senate conferees who drafted the final version of the pending bill wanted to correct the oversight, but backed away because of the threat of a point-of-order against it when the bill

Until Contract Do Us Part

CHICAGO, Aug. 12 (UPI)—One marriage pact wasn't enough for Cecelia and Curt Moberg.

After nearly three years of marriage and one year's separation the Mobergs yesterday were granted a one-year trial reconciliation after they signed a 31-point contract designed to restore marital bliss.